

Table 11. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by occupational group and full-time and part-time status, March 2004

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All full-time workers in private industry	\$26.50	\$18.62	\$7.88	\$1.84	\$0.81	\$2.01	\$0.98	\$2.20	\$0.05
Management, professional, and related	41.59	29.69	11.90	3.41	1.32	2.61	1.59	2.89	.08
Management, business, and financial	46.08	32.77	13.31	3.74	1.99	2.69	1.71	3.06	.11
Professional and related	38.43	27.53	10.91	3.18	.85	2.55	1.51	2.77	.06
Sales and office	21.24	15.21	6.03	1.41	.50	1.80	.65	1.64	.03
Sales and related	22.63	17.00	5.63	1.24	.60	1.45	.53	1.79	(²)
Office and administrative support	20.61	14.40	6.21	1.49	.45	1.96	.70	1.57	.03
Service	14.02	10.11	3.91	.77	.25	1.20	.29	1.39	(²)
Natural resources, construction, and maintenance	27.03	18.59	8.44	1.37	.86	2.02	1.24	2.91	.03
Construction and extraction	27.05	18.58	8.47	.97	.80	1.93	1.48	3.27	.02
Installation, maintenance, and repair	27.17	18.71	8.45	1.84	.94	2.15	.98	2.50	.04
Production, transportation, and material moving	21.62	14.29	7.33	1.32	.87	2.02	.93	2.13	.06
Production	21.74	14.08	7.66	1.42	1.01	2.10	.99	2.06	.08
Transportation and material moving	21.46	14.59	6.87	1.19	.67	1.91	.85	2.22	.03
All part-time workers in private industry	12.63	10.07	2.56	.37	.17	.47	.18	1.38	(²)
Management, professional, and related	29.49	23.50	5.99	1.28	.50	.99	.48	2.72	(²)
Professional and related	29.53	23.53	6.00	1.28	.52	1.00	.44	2.75	(²)
Sales and office	11.40	9.04	2.36	.34	.15	.50	.18	1.18	(²)
Sales and related	9.61	7.84	1.77	.20	.09	.26	.13	1.08	(²)
Office and administrative support	13.69	10.59	3.10	.52	.21	.80	.25	1.31	.02
Service	8.94	7.36	1.58	.15	.08	.20	.05	1.10	(²)
Production, transportation, and material moving	12.08	9.03	3.05	.33	.18	.76	.28	1.49	(²)
Transportation and material moving	12.23	8.99	3.25	.35	.18	.87	.33	1.51	(²)
	Percent of total compensation								
All full-time workers in private industry	100.0	70.3	29.7	6.9	3.0	7.6	3.7	8.3	0.2
Management, professional, and related	100.0	71.4	28.6	8.2	3.2	6.3	3.8	6.9	.2
Management, business, and financial	100.0	71.1	28.9	8.1	4.3	5.8	3.7	6.6	.2
Professional and related	100.0	71.6	28.4	8.3	2.2	6.6	3.9	7.2	.2
Sales and office	100.0	71.6	28.4	6.7	2.3	8.5	3.1	7.7	.1
Sales and related	100.0	75.1	24.9	5.5	2.6	6.4	2.3	7.9	(³)
Office and administrative support	100.0	69.9	30.1	7.2	2.2	9.5	3.4	7.6	.2
Service	100.0	72.1	27.9	5.5	1.8	8.5	2.1	9.9	(³)
Natural resources, construction, and maintenance	100.0	68.8	31.2	5.1	3.2	7.5	4.6	10.8	.1
Construction and extraction	100.0	68.7	31.3	3.6	3.0	7.1	5.5	12.1	.1
Installation, maintenance, and repair	100.0	68.9	31.1	6.8	3.4	7.9	3.6	9.2	.2
Production, transportation, and material moving	100.0	66.1	33.9	6.1	4.0	9.3	4.3	9.8	.3
Production	100.0	64.8	35.2	6.5	4.7	9.6	4.5	9.5	.4
Transportation and material moving	100.0	68.0	32.0	5.5	3.1	8.9	4.0	10.3	.1
All part-time workers in private industry	100.0	79.7	20.3	2.9	1.3	3.7	1.4	10.9	(³)
Management, professional, and related	100.0	79.7	20.3	4.3	1.7	3.4	1.6	9.2	(³)
Professional and related	100.0	79.7	20.3	4.3	1.8	3.4	1.5	9.3	(³)
Sales and office	100.0	79.3	20.7	3.0	1.3	4.4	1.6	10.4	(³)
Sales and related	100.0	81.5	18.5	2.1	1.0	2.7	1.4	11.3	(³)
Office and administrative support	100.0	77.3	22.7	3.8	1.5	5.8	1.8	9.5	.1
Service	100.0	82.3	17.7	1.7	.9	2.3	.5	12.3	(³)
Production, transportation, and material moving	100.0	74.7	25.3	2.8	1.5	6.3	2.3	12.3	(³)
Transportation and material moving	100.0	73.5	26.5	2.8	1.5	7.1	2.7	12.4	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 12. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by industry group and full-time and part-time status, March 2004

Series	Total compen- sation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supple- mental pay	Insurance	Retire- ment and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All full-time workers in private industry	\$26.50	\$18.62	\$7.88	\$1.84	\$0.81	\$2.01	\$0.98	\$2.20	\$0.05
Goods-producing ²	27.62	18.36	9.26	1.73	1.15	2.32	1.35	2.62	.09
Construction	27.49	19.20	8.29	.96	1.03	1.80	1.28	3.21	(³)
Manufacturing	27.46	17.85	9.61	2.05	1.21	2.52	1.37	2.34	.13
Service-providing ⁴	26.13	18.71	7.42	1.87	.69	1.90	.86	2.06	.03
Trade, transportation, and utilities	23.09	16.46	6.63	1.46	.57	1.81	.79	1.99	.02
Information	37.56	26.30	11.26	3.18	1.17	2.94	1.27	2.59	.10
Financial activities	33.36	23.25	10.11	2.43	1.48	2.48	1.39	2.22	.11
Professional and business services	30.02	21.85	8.18	2.22	.87	1.86	.91	2.28	.03
Education and health services	26.29	18.84	7.45	2.10	.43	2.03	.85	2.02	(³)
Leisure and hospitality	12.96	9.87	3.09	.59	.19	.80	.17	1.33	(³)
Other services	23.77	16.90	6.87	1.74	.43	1.80	.81	2.07	.02
All part-time workers in private industry	12.63	10.07	2.56	.37	.17	.47	.18	1.38	(³)
Service-providing ⁴	12.63	10.07	2.56	.37	.17	.47	.18	1.37	(³)
Trade, transportation, and utilities	11.06	8.56	2.50	.30	.14	.57	.23	1.27	(³)
Professional and business services	14.19	11.72	2.48	.35	.21	.31	.09	1.50	(³)
Education and health services	21.24	16.64	4.60	.95	.34	.95	.31	2.05	(³)
Leisure and hospitality	8.21	6.85	1.36	.09	.07	.09	.05	1.05	(³)
	Percent of total compensation								
All full-time workers in private industry	100.0	70.3	29.7	6.9	3.0	7.6	3.7	8.3	0.2
Goods-producing ²	100.0	66.5	33.5	6.3	4.2	8.4	4.9	9.5	.3
Construction	100.0	69.8	30.2	3.5	3.7	6.6	4.6	11.7	(⁵)
Manufacturing	100.0	65.0	35.0	7.5	4.4	9.2	5.0	8.5	.5
Service-providing ⁴	100.0	71.6	28.4	7.2	2.6	7.3	3.3	7.9	.1
Trade, transportation, and utilities	100.0	71.3	28.7	6.3	2.5	7.8	3.4	8.6	.1
Information	100.0	70.0	30.0	8.5	3.1	7.8	3.4	6.9	.3
Financial activities	100.0	69.7	30.3	7.3	4.4	7.4	4.2	6.7	.3
Professional and business services	100.0	72.8	27.2	7.4	2.9	6.2	3.0	7.6	.1
Education and health services	100.0	71.7	28.3	8.0	1.6	7.7	3.2	7.7	(⁵)
Leisure and hospitality	100.0	76.2	23.8	4.5	1.5	6.2	1.3	10.3	(⁵)
Other services	100.0	71.1	28.9	7.3	1.8	7.6	3.4	8.7	.1
All part-time workers in private industry	100.0	79.7	20.3	2.9	1.3	3.7	1.4	10.9	(⁵)
Service-providing ⁴	100.0	79.7	20.3	3.0	1.3	3.7	1.4	10.8	(⁵)
Trade, transportation, and utilities	100.0	77.4	22.6	2.7	1.2	5.1	2.1	11.4	(⁵)
Professional and business services	100.0	82.6	17.4	2.5	1.5	2.2	.7	10.5	(⁵)
Education and health services	100.0	78.3	21.7	4.5	1.6	4.5	1.5	9.6	(⁵)
Leisure and hospitality	100.0	83.4	16.6	1.1	.9	1.1	.6	12.8	(⁵)

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of

companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 13. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry workers, by major industry group and establishment employment size and bargaining status, March 2004

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
All workers, goods-producing industries ² ...	\$27.19	\$18.12	\$9.06	\$1.68	\$1.12	\$2.26	\$1.32	\$2.59	\$0.08
1-99 workers	23.14	16.29	6.86	1.06	.86	1.63	.68	2.61	(³)
1-49 workers	22.97	16.30	6.68	.96	.86	1.48	.68	2.70	(³)
50-99 workers	23.58	16.26	7.33	1.32	.87	2.03	.68	2.40	(³)
100 workers or more	31.03	19.86	11.16	2.27	1.37	2.87	1.92	2.58	.16
100-499 workers	25.44	16.88	8.56	1.56	1.12	2.45	1.07	2.31	.04
500 workers or more	37.89	23.54	14.36	3.15	1.67	3.37	2.96	2.90	.31
Union	35.78	21.41	14.37	2.19	1.72	3.75	3.18	3.33	.20
Non-union	24.93	17.26	7.67	1.55	.96	1.87	.83	2.40	.05
All workers, service-providing industries ⁴ ..	22.33	16.28	6.05	1.45	.54	1.50	.67	1.86	.02
1-99 workers	18.68	14.07	4.61	1.04	.40	1.11	.38	1.67	(³)
1-49 workers	18.64	14.15	4.49	1.00	.39	1.06	.37	1.67	(³)
50-99 workers	18.81	13.80	5.01	1.17	.41	1.30	.43	1.68	(³)
100 workers or more	26.90	19.04	7.85	1.97	.73	1.99	1.03	2.10	.04
100-499 workers	23.48	16.91	6.56	1.55	.67	1.67	.71	1.94	.03
500 workers or more	31.03	21.62	9.41	2.48	.79	2.37	1.40	2.30	.06
Union	29.46	19.62	9.84	2.24	.64	2.97	1.50	2.45	.04
Non-union	21.72	15.99	5.72	1.38	.53	1.37	.60	1.81	.02
	Percent of total compensation								
All workers, goods-producing industries ² ...	100.0	66.7	33.3	6.2	4.1	8.3	4.8	9.5	0.3
1-99 workers	100.0	70.4	29.6	4.6	3.7	7.0	3.0	11.3	(⁵)
1-49 workers	100.0	70.9	29.1	4.2	3.7	6.4	3.0	11.7	(⁵)
50-99 workers	100.0	68.9	31.1	5.6	3.7	8.6	2.9	10.2	(⁵)
100 workers or more	100.0	64.0	36.0	7.3	4.4	9.2	6.2	8.3	.5
100-499 workers	100.0	66.3	33.7	6.1	4.4	9.6	4.2	9.1	.2
500 workers or more	100.0	62.1	37.9	8.3	4.4	8.9	7.8	7.7	.8
Union	100.0	59.8	40.2	6.1	4.8	10.5	8.9	9.3	.6
Non-union	100.0	69.2	30.8	6.2	3.9	7.5	3.3	9.6	.2
All workers, service-providing industries ⁴ ..	100.0	72.9	27.1	6.5	2.4	6.7	3.0	8.3	.1
1-99 workers	100.0	75.3	24.7	5.5	2.1	6.0	2.0	8.9	(⁵)
1-49 workers	100.0	75.9	24.1	5.4	2.1	5.7	2.0	9.0	(⁵)
50-99 workers	100.0	73.4	26.6	6.2	2.2	6.9	2.3	8.9	(⁵)
100 workers or more	100.0	70.8	29.2	7.3	2.7	7.4	3.8	7.8	.2
100-499 workers	100.0	72.0	28.0	6.6	2.8	7.1	3.0	8.2	.1
500 workers or more	100.0	69.7	30.3	8.0	2.6	7.6	4.5	7.4	.2
Union	100.0	66.6	33.4	7.6	2.2	10.1	5.1	8.3	.1
Non-union	100.0	73.6	26.4	6.4	2.5	6.3	2.7	8.3	.1

¹ Includes severance pay and supplemental unemployment benefits.

² Includes mining, construction, and manufacturing. The agriculture, forestry, farming, and hunting sector is excluded.

³ Cost per hour worked is \$0.01 or less.

⁴ Includes utilities; wholesale trade; retail trade; transportation and warehousing; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of

companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

⁵ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

Table 14. Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Private industry health care and social assistance workers, by industry and occupational group, March 2004

Series	Total compensation	Wages and salaries	Benefit costs						
			Total	Paid leave	Supplemental pay	Insurance	Retirement and savings	Legally required benefits	Other benefits ¹
	Cost per hour worked								
Health care and social assistance	\$23.48	\$17.06	\$6.42	\$1.76	\$0.47	\$1.69	\$0.58	\$1.92	(²)
Management, professional, and related	32.53	23.76	8.77	2.64	.70	2.02	.86	2.52	(²)
Registered nurses	36.21	25.74	10.47	3.03	1.27	2.25	1.08	2.82	(²)
Sales and office	17.36	12.52	4.83	1.16	.24	1.57	.41	1.45	(²)
Service	14.41	10.36	4.05	.86	.28	1.30	.28	1.34	(²)
Hospitals	29.70	20.65	9.05	2.52	.83	2.50	.95	2.24	.02
Management, professional, and related	36.78	25.98	10.81	3.24	1.10	2.54	1.18	2.73	.02
Registered nurses	39.34	27.53	11.81	3.50	1.49	2.58	1.28	2.95	(²)
Service	17.68	11.67	6.01	1.26	.45	2.36	.48	1.45	(²)
Nursing and residential care facilities	17.50	12.70	4.79	1.20	.37	1.29	.26	1.67	(²)
Management, professional, and related	26.95	19.76	7.19	2.11	.58	1.56	.45	2.48	(²)
Service	13.30	9.55	3.74	.78	.31	1.16	.17	1.32	(²)
	Percent of total compensation								
Health care and social assistance	100.0	72.7	27.3	7.5	2.0	7.2	2.5	8.2	(³)
Management, professional, and related	100.0	73.0	27.0	8.1	2.2	6.2	2.7	7.8	(³)
Registered nurses	100.0	71.1	28.9	8.4	3.5	6.2	3.0	7.8	(³)
Sales and office	100.0	72.1	27.9	6.7	1.4	9.1	2.4	8.3	(³)
Service	100.0	71.9	28.1	5.9	1.9	9.0	1.9	9.3	(³)
Hospitals	100.0	69.5	30.5	8.5	2.8	8.4	3.2	7.5	.1
Management, professional, and related	100.0	70.6	29.4	8.8	3.0	6.9	3.2	7.4	.1
Registered nurses	100.0	70.0	30.0	8.9	3.8	6.6	3.3	7.5	(³)
Service	100.0	66.0	34.0	7.1	2.5	13.4	2.7	8.2	(³)
Nursing and residential care facilities	100.0	72.6	27.4	6.9	2.1	7.4	1.5	9.5	(³)
Management, professional, and related	100.0	73.3	26.7	7.8	2.1	5.8	1.7	9.2	(³)
Service	100.0	71.8	28.2	5.9	2.3	8.7	1.3	10.0	(³)

¹ Includes severance pay and supplemental unemployment benefits.

² Cost per hour worked is \$0.01 or less.

³ Less than .05 percent.

Note: The sum of individual items may not equal totals due to rounding.

EXPLANATORY NOTES

Employer Costs for Employee Compensation (ECEC) measures the average cost per employee hour worked that employers pay for wages and salaries and benefits.

Wages and salaries are defined as the hourly straight-time wage rate or, for workers not paid on an hourly basis, straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions and include production bonuses, incentive earnings, commission payments, and cost-of-living adjustments. Not included in straight-time earnings are nonproduction bonuses such as lump-sum payments provided in lieu of wage increases, shift differentials, and premium pay for overtime and for work on weekends and holidays; these payments are included in the benefits component.

Benefits include: Paid leave—vacations, holidays, sick leave, and other leave; supplemental pay—overtime and premium pay for work in addition to the regular work schedule (such as weekends and holidays), shift differentials, and nonproduction bonuses (such as referral bonuses and lump-sum payments provided in lieu of wage increases); insurance benefits—life, health, short-term disability, and long-term disability; retirement and savings benefits—defined benefit and defined contribution plans; legally required benefits—Social Security, Medicare, Federal and State unemployment insurance, and workers' compensation; and other benefits—severance pay and supplemental unemployment plans.

The Employer Costs for Employee Compensation includes data for the civilian economy, which includes data from both private industry and State and local government. Excluded from private industry are the self-employed and farm and private household workers. Federal government workers are excluded from the public sector. The private industry series and the State and local government series provide data for the two sectors separately.

The cost levels for this quarter were collected from a probability sample of about 35,600 occupations within approximately 8,200 sample establishments in private industry and about 3,600 occupations within approximately 800 sample establishments in State and local governments. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

Beginning with the March 2004 estimates, the ECEC percent of total compensation estimates are calculated from dollar aggregates and then rounded to the published level of precision. This change in method will provide the most precise estimates of the percent of total compensation; however, estimates of the percentage of total compensation calculated from the published cost estimates may differ slightly from those calculated from the unpublished dollar aggregates.

Sample establishments are classified by industry categories based on the 2002 North American Industry Classification (NAICS) system, as defined by the U.S. Office of Management and Budget. Within a sample establishment, specific job categories are selected and classified into about 800 occupational classifications according to the 2000 Standard Occupational Classification (SOC) system. Individual occupations are combined to represent one of ten intermediate aggregations such as professional and related occupations, or one of five higher-level aggregations such as management, professional, and related occupations. For more detailed information on NAICS and SOC, including background and definitions, see the BLS websites: (<http://www.bls.gov/bls/naics.htm> and <http://www.bls.gov/soc/home.htm>.)

Current employment weights are used to calculate cost levels. The March 2004 cost levels were calculated using the March 2004 employment counts from the Bureau of Labor Statistics Current Employment Statistics (CES) program, benchmarked to the 2003 universe of all private nonfarm establishments. For more

information on the CES updating of employment estimates, see “BLS National Establishment Estimates Revised to Incorporate March 2003 Benchmarks” in the February 2004 issue of Employment and Earnings.

In most instances, private industry employment counts used in the ECEC were total employment estimates for 3-digit sub-sector industry groups, such as machinery manufacturing (NAICS 333) or gasoline stations (NAICS 447), as defined by the NAICS system. In a few cases, more detailed private industry employment counts were used. These include 4-digit educational establishments--elementary and secondary schools (6111), junior colleges (6112), and colleges and universities (6113)--as well as the 6-digit aircraft manufacturing industry (336411). For State and local governments, a more aggregated level was used reflecting the level of detail published by the CES program. For both private and government establishments, the employment data were apportioned based on the sampling weights assigned to the Employment Cost Index (ECI) sample. For more information on NAICS coding, see “Recent changes in the national Current Employment Statistics survey” in the June 2003 issue of the Monthly Labor Review.

The ECI, which measures the change in employer costs for employee compensation, is calculated with fixed 1990 employment counts to prevent employment shifts among occupations and industries from influencing the changes. Therefore, year-to-year changes in Employer Costs for Employee Compensation will differ from those in the ECI.

Historical ECEC data, using the industry categories based on the 1987 Standard Industrial Classification System and classifying jobs into occupational classifications according to the 1990 Census of Population, are available from several sources. Data and related articles are included in the bulletin, Employer Costs for Employee Compensation, 1986-99 (Bulletin 2508). An annual historical summary from March 1986 through March 2002 is also available on the Internet site (<http://www.bls.gov/ncs/ect/home.htm>) or upon request. Data on a quarterly basis from June 2002 through December 2003 is also available. Information on how costs are calculated appears in “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation,” Compensation and Working Conditions, Summer 1997. An article on changes in employer compensation costs, “Tracking Changes in Benefit Costs,” appears in Compensation and Working Conditions, Spring 1999.

Relative Standard Errors

Because the ECEC is a sample survey, it is subject to sampling errors. Sampling errors are differences that occur between the results computed from a sample of observations and those computed from all observations in the population. The estimates derived from different samples selected using the same sample design may differ from one another. A measure of the variation among these differing estimates is the standard error. It can be used to measure the precision with which an estimate from a particular sample approximates the expected result of all possible samples. The chances are about 68 out of 100 that an estimate from the survey differs from a complete population figure by less than the standard error. The chances are about 90 out of 100 that this difference would be less than 1.6 times the standard error. All the statements of comparisons appearing in this publication are significant at a 1.6 standard error level or better, unless otherwise indicated. This means that for differences cited, the estimated difference is greater than 1.6 times the standard error of the difference.

The relative standard error (RSE) for all estimates will be available shortly after the release is issued. This information can be obtained directly from the BLS Internet site (<http://www.bls.gov/ncs/ect/home.htm>), by e-mail request (ocltinfo@bls.gov), or by telephone (202) 691-6199.

For a more detailed explanation of relative standard errors, see “Measuring Trends in the Structure and Levels of Employer Costs for Employee Compensation,” Compensation and Working Conditions, Summer

1997. For a detailed explanation of how to use standard error data to analyze differences in year-to-year changes, see "Analyzing Year-to-Year Changes in Employer Costs for Employee Compensation," Compensation and Working Conditions, Spring 1998. This article supplements an article from the Summer 1997 issue of Compensation and Working Conditions, "Explaining the Differential Growth Rates of the ECI and ECEC," which examined how differences in the construction of these measures contribute to differing trends.

Standard errors relate to differences that occur from sampling errors, but not from nonsampling errors. Nonsampling errors are not measured and include survey nonresponse and data collection and processing errors. Survey nonresponse occurs when sample members are unwilling or unable to participate in the survey. Data collection errors include inaccurate data by respondents and definitional difficulties. Processing errors include errors in recording, coding, and entering data. Although nonsampling errors are not measured, BLS quality assurance programs contain procedures for reducing such errors. These procedures include data collection reinterviews, observed interviews, computer data edits, and systematic review of reports on which data are recorded. Extensive field economist training also is conducted to maintain high data collection standards.

Comparing private and public sector data

Aggregate compensation cost levels in State and local government should not be directly compared with those in private industry. Differences between these sectors stem from factors such as variation in work activities and occupational structures. Manufacturing and sales, for example, make up a large part of private industry work activities, but are rare in State and local government. Professional and administrative support occupations (including teachers) account for two-thirds of the State and local government workforce, compared with one-half of private industry.

A detailed examination of differences in compensation levels and trends between private industry and State and local government may be found in "Cost of Employee Compensation in Public and Private Sectors," Monthly Labor Review, May 1993, and "Compensation Cost Trends in Private Industry and State and Local Governments," Compensation and Working Conditions, Fall 1999.

Obtaining information

Articles, bulletins, and other information may be obtained by calling (202) 691-6199, sending an e-mail message to ocltinfo@bls.gov, or visiting the Internet site (<http://www.bls.gov/ncs/ect/home.htm>). Information in this release will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service Number: 1-800-877-8339.